



February 3, 2011

Mr. Ronald S. Minken
Minken Employment Lawyers
190 Main Street
Suite 200
Unionville, ON L3R 2G9

Dear Mr. Minken:

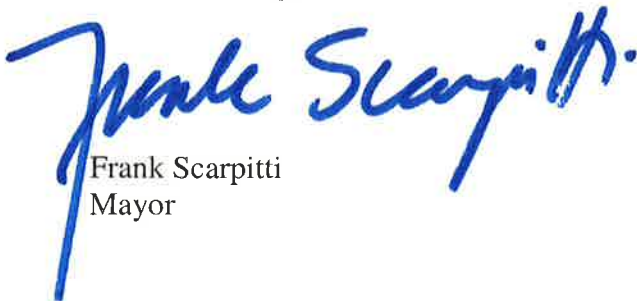
On behalf of Members of Council and the Town of Markham, I am pleased to extend our congratulations on the 20th Anniversary of your law practice.

Markham has a vibrant and expanding business community and we are very proud of our reputation for being the "High Tech Capital of Canada". As one of Canada's top Employment Law lawyers, you provide a valuable service to clients throughout the GTA, Canada and the United States. I take great pride in knowing that your firm is recognized by Canada's Employment Lawyers Directory as one of the top Employment Law Practitioners across Canada

The celebration of this important milestone is a wonderful opportunity to reflect on your past achievements, and to look forward to the challenges of tomorrow with excitement and confidence.

As Mayor, I am proud of your efforts and I am very pleased to extend my best wishes for continued success in your future endeavours.

Yours sincerely,

A handwritten signature in blue ink that reads "Frank Scarpitti".

Frank Scarpitti
Mayor